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June 19, 2007

TO: Each Supervisor

FROM: Bruce A. Chernof, M.D.
Director and Chief Medical Officer

SUBJECT: **RESPONSES REGARDING MLK HARBOR STAFFING**

In yesterday's DHS budget hearing Supervisor Molina posed questions of our department as follows:

1. **How many employees were at King; this should show a breakdown of inpatient, outpatient and residents.**

As of September of 2006, before any changes were initiated in response to the CMS letter, there were 2,429 staff at King. Please see Attachment I for the breakdown.

2. **With the new facility, how many employees are currently there; show a breakdown of inpatient, outpatient and residents.**

As of April 2006, payroll data indicate there are 1,582 employees at King. Please see Attachment I for breakdown.

3. **How many employees left, stayed on, were added on the outpatient side; how many were interviewed?**

All employees working at King were interviewed prior to mitigation (some declined and were mitigated). For King incoming and departing outpatient employees since September, excluding the mitigations and residents, please see Attachment I.

4. **How many employees left, stayed or were added on the inpatient side; how many were interviewed?**

Per #3 above, all available King staff were interviewed. Please see Attachment I for inpatient new hires and departures since September.

5. **Provide a list of who was responsible from Harbor for interviewing the King employees.**

Please see Attachment II.

6. Provide an understanding of the current competencies of the 70% employees retained.

It is important to clarify the 70% figure: it refers to those recommended to stay of those interviewed. The percentage of those recommended compared to the total September King workforce is 52%. All staff remaining had competent or better performance evaluations.

7. Provide a list of all leadership positions that were changed including both inpatient and outpatient.

Please see Attachment III for this list.

If you have any questions or need additional information, please let me know.

BAC:sg

Attachments

c: Chief Administrative Officer
County Counsel
Executive Officer, Board of Supervisors

**COUNTY OF LOS ANGELES - DEPARTMENT OF HEALTH SERVICES
HEALTH SERVICES ADMINISTRATION - FISCAL PROGRAMS**

**MARTIN LUTHER KING JR - HARBOR HOSPITAL
FISCAL YEAR 2006-07 EMPLOYEE COUNTS
SEPTEMBER 2006 AND JUNE 2007**

Description	Employee Count
September 2006 Employee Count	2,429
Interns and Residents MLK/Harbor	(256)
Employees Being Transferred to other DHS Facilities	(395)
Employees Recommended to Staff LAC+USC Psych Inpatient Units at Hawkins	(51)
Employees Recommended to Transfer to Harbor	(21)
Doctors Transferred	(54)
New Employees	160
Employees Leaving Health Services	(230)
June 2007 Employee Count	1,582

Services	September-06	June-07	Variance
Inpatient Services	321	219	102
Hospital Outpatient Services	230	178	52
Ancillary Services/Physician Services	648	482	166
Non-Patient Care	974	703	271
Interns and Residents*	256		256
Total	2,429	1,582	847

- 192 Interns and Residents are receiving paychecks through June 30th, but are not working at the facility.

Attachment II

HARBOR UCLA MEDICAL CENTER MANAGEMENT STAFF RESPONSIBLE FOR INTERVIEWS WITH KING STAFF

Interviews were conducted by Harbor's:

- 1. Chief Executive Officer**
- 2. Chief Operating Officer (currently Interim CEO)**
- 3. Chief Medical Officer**
- 4. Chief Nursing Officer**
- 5. Associate Nursing Directors**
- 6. Assistant Hospital Administrators**
- 7. Department Heads:**
 - a. Medicine**
 - b. Surgery**
 - c. Emergency**
 - d. Pediatrics**
 - e. Obstetrics**
 - f. Ambulatory Care**
 - g. Quality Assurance**
 - h. Radiology**
 - i. Laboratory**
 - j. Physical Therapy**
 - k. Occupational Therapy**
 - l. Social Work**
 - m. Pharmacy**
 - n. Dietary**
 - o. Environmental Services**
 - p. Facilities Management**
 - q. Materials Management**
 - r. Information Systems Assistant Directors**
 - s. Medical Records**

In addition, King's psychiatry staff at Augustus Hawkins were interviewed by managers from LAC-USC in psychiatry, nursing, social work and therapies.

BAC:sfg June 18, 2009

Attachment III

LEADERSHIP CHANGES AT MLK-HARBOR SEPTEMBER 2006 TO JUNE 1, 2007

- 1. Chief Operating Officer**
- 2. Chief Medical Officer**
- 3. Chief Financial Officer**
- 4. Chief Information Officer***
- 5. Director Materials Management**
- 6. Assistant Hospital Administrator (2)**
- 7. Clinical Nursing Director (3)**
- 8. Nurse Manager (2)**

*** Individual now reports to Harbor CIO in MetroCare organization**

BAC:sfg June 18, 2007